

RENAISSANCE ACADEMY

PERFORMANCE PAY PLAN

The Board recognizes that quality teaching should be matched with quality compensation, and that providing incentive for higher performance will lead to greater student achievement and school success. The board therefore adopts the following policy regarding performance bonus pay for teachers.

Elements of the Performance Pay Plan

Eligibility: Teachers with a current teaching assignment are eligible to receive Performance Pay based on the teacher's individual performance using the elements and criteria outlined in the plan. Teachers who are terminated for cause or are on formal probation are not eligible.

Amount: The amount of Performance Pay available is up to \$1200 per FTE. (This amount may increase or decrease commensurate with state funding under 53A-17a-148.) The actual amount earned will be based on the percentage of points earned according to the elements of this plan.

Criteria: Teacher quality and the amount of award received will be determined by the teacher's overall performance as measured by the Renaissance Academy Teacher Performance Evaluation, which has been developed to measure teacher excellence in the following areas:

- Promotion of the school's Mission, Vision, and Values
- Quality of instruction
- Professional Conduct and Development

Mission, Vision, and Values

The Mission, Vision, and Values aspects of the Teacher Evaluation will determine a teacher's annual increase and salary within the range according to the board approved salary schedule. That portion of salary will be paid with general operating revenue, not funding provided pursuant to 53A-17a-148.

Quality of Instruction

Quality classroom instruction and management is measured by qualified observers during in-classroom observations by Renaissance Academy administration and/or education consultants using standards outlined in the school's charter, developed by school administration, consistent with Board policy and approved evaluation standards, and fully explained to teachers.

Teachers must show they provide classroom management, Content Knowledge, Instructional Delivery and student engagement that meets or exceeds the school's standard.

Each teacher shall be observed for one hour on three different occasions. Two members of administration and/or approved educational consultants will score the teacher during each observation. Both observers' scores will be averaged to determine one combined score for each of the three observations. The three combined observation scores count towards the overall score for the Teaching Practice element.

Professional Conduct and Development

High Performing Teachers contribute to the school community at large and serve as professional role models to fellow teachers and students alike. A teacher's professionalism, leadership, and quality are evaluated by the school administrative leadership team (principal and vice principals). Supervisors evaluate the teacher's strengths and weaknesses compared to the expected performance standard

according to the Renaissance Academy Teacher Evaluation. The Evaluation measures punctuality and attendance, professional appearance and conduct, communication and rapport, school and professional commitment, and adherence to school policy.

The Performance Pay schedule for this plan is a sliding scale between 0 and 20 points, and the units for the points are based on the teacher's percentage of criteria that meets or exceeds the expected performance standard.

Percentage of Criteria meeting or exceeding expected standard	Points
Any criterion needing special attention to meet expected standard	0
70 percent of criteria meeting or exceeding expectations or 60 percent of criteria meeting or exceeding expectations with some exceeding	5
80 percent of criteria meeting or exceeding expectations or 70 percent of criteria meeting or exceeding expectations with some exceeding	10
80 percent of criteria meeting or exceeding expectations or 70 percent of criteria meeting or exceeding expectations with some exceeding	12
90 percent of criteria meeting or exceeding expectations or 80 percent of criteria meeting or exceeding expectations with some exceeding	15
90 percent of percent of criteria meeting or exceeding expectations with some exceeding	18
100 percent of criteria meeting or exceeding expectations with some exceeding	20
Total Possible Points	20